



EMPLOYMENT TRIBUNALS

Claimant: Mrs. S. Thomson

Respondent: Home Office (Border Force)

Heard at: Manchester

On: 10 – 14 February 2025

Before: Judge Callan
Ms. A. Gilchrist
Mr. D. Lancaster

Representation

Claimant: Mr. P. Beachcroft (lay representative)

Respondent: Mr. A. Tinnion, counsel

JUDGMENT

The unanimous judgment of the Tribunal is that:

Failure to make reasonable adjustments

1. Under rule 51 of the Employment Tribunal Rules of Procedure 2024, the claimant's claim that the respondent failed to make reasonable adjustments as set out in sections 20/21 Equality Act 2010 (EqA 2010) in contravention of section 39(2) of EqA by failing to provide clean and accessible toilets is dismissed upon withdrawal.
2. The claimant's remaining claims that the respondent failed to make reasonable adjustments as set out in sections 20/21 EqA 2010 in contravention of section 39(2) of EqA are not well-founded and are dismissed.

Harassment

3. The claimant's claim of unlawful harassment by her then line manager asking her intrusive questions about the purpose of her end of shift meal

break in emails sent to her on 17 and 19 March 2023 is dismissed upon withdrawal.

4. The claimant's remaining claims that the respondent subjected her to harassment related to disability in breach of section 26 of the Equality Act 2010 are not well-founded and are dismissed.

Judge Callan

Date: 14 February 2025

JUDGMENT SENT TO THE PARTIES ON

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FOR THE TRIBUNAL OFFICE

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the Joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practicedirections/>